

Benchmark Comparison Wizard

custom data interview

Your answers to the questions in the interview below can be input into the Benchmark Comparison Wizard which will populate the **Your Plan** column in the Benchmark Wizard output, allowing sponsors to easily compare their plan's offering with that of similar plans. You need *not provide answers* to all questions; only those provided will appear on the output.

Plan Design Data

1. Does your plan match contributions? (If no, skip to question 4.) Yes No
2. What match is provided? Select the option below that most closely relates to your plan's match formula.
 - Simple Traditional Match -- i.e., 100% of first 3% of employee contribution or similar
 - Simple Stretch Match -- i.e., 50% of for first 6% of employee contributions or similar
 - Tiered Match -- i.e., 100% of the first 4% of employee contributions and 50% of the next 2%, or similar
 - Multiple Formulas -- i.e., plan has multiple match formulas that cover different segments of participants
 - Fixed Dollar -- i.e., \$0.50 per dollar regardless of % employee contribution
 - Other
3. How much service time is required for a participant to be 100% vested in the match?
 - Immediately upon enrollment
 - 1 year or less
 - 2 years
 - 3 years
 - 4 years
 - 5 years
 - More than 5 years
4. Does your plan provide a profit sharing contribution? Yes No
5. Is your plan a Safe Harbor plan? Yes No
6. Does your plan allow for Roth contributions? Yes No
7. Does your plan permit hardship withdrawals? Yes No
8. Does your plan permit participant loans? (If no, skip to question 12.) Yes No
9. What percent of plan participants currently have an open/outstanding loan? _____%
10. What is the average loan balance for participants with outstanding loans? \$ _____

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11. When are full-time employees eligible to participate in the plan?
- Immediately upon hire
 - Within 3 months of employment
 - After 4 to 11 months of employment
 - After 1 year of employment
 - After more than 1 year of employment
12. Does your plan offer automatic enrollment? (If no, skip to question 16.) Yes No
13. What is the automatic enrollment default deferral rate (as a percentage of salary)?
- 1%
 - 2%
 - 3%
 - 4%
 - 5%
 - 6%
 - More than 6%
 - Other
14. What is the default investment option used for automatic enrollment?
- Target Date Fund
 - Risk-Based Fund
 - Balanced Fund
 - Managed Accounts
 - Stable Value Fund
 - Money Market Fund
 - Other
15. Which of the following types of re-enrollment did your plan take in the past 3 years? (Check all that apply.)
- Re-enrolled employees not participating in the plan (requiring them to opt-out again else be enrolled)
 - Re-enrolled participants saving below the default deferral rate (thus "boosting" their deferral rate)
 - Re-enrolled participants not invested in the default investment (meaning current/future contributions are invested in the plan default)
 - None - We have not "re-enrolled" any employees/participants
16. Does your plan offer Auto Escalation (i.e., automatic deferral increases)?
- Yes – but participation is voluntary and participants must opt in to auto escalation
 - Yes – participants are defaulted into auto escalation at time of enrollment unless they opt out; all other participants can opt in at any time
 - No – we do not offer auto escalation to participants

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17. Does your plan/provider offer participants education/assistance on any of the following topics related to “financial wellness”? (Check all that apply.)

- Saving and Budgeting
- Investing Basics/Strategies
- Credit and/or Debt Management
- Home Buying
- College Saving
- Social Security Withdrawal Options/Strategies
- Tax/Estate Planning
- Retirement Healthcare Costs/Savings Options
- Rollover
- None – We do not offer any general financial education

18. Does your plan have a written Investment Policy Statement (IPS)? Yes No

Participant Activity Data

19. What is the participation rate of your plan? _____%

20. What is the average rate of pre-tax deferral among eligible employees? _____%

21. Does your plan offer investment advice to participants? (Check all that apply.)

- No - we do not offer investment advice to participants
- Yes - through onsite meetings with a financial planner/adviser outside of the plan
- Yes - using a 3rd party independent of our recordkeeper
- Yes - using proprietary services/tools offered through our DC provider's website/call center/etc.
- Yes - through another source

Plan Investment Activity Data

22. How many investment options does your plan offer? _____ (Count target-date fund families as one.)

23. What is the average number of investment options held by plan participants? _____

24. Do you currently offer any of the following types of investment options in your plan? (Check all that apply.)

- Self-Directed Brokerage Option
- Risk-Based Funds
- Target Date Funds
- Managed Accounts

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